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Entry Plan

To provide the Board of Education with a summary report on my initial entry plan activities, highlighting key observations of the district's strengths and outlining strategic opportunities for continued growth and improvement.

Strengths and Commendations

My first few months as Superintendent have been incredibly rewarding. Through my listening and learning tours, classroom visits, and community engagements, I have observed significant strengths that serve as a solid foundation for our future work:

- **Dedicated Staff:** I have been deeply impressed by the dedication and passion of our teachers, support staff, and administrators. Their commitment to our students is evident in every building I visit.
- **Student Engagement:** Our students are engaged, eager to learn, and proud of their schools. It has been a joy to see their enthusiasm firsthand.
- **Community Support:** There is a palpable sense of pride and support for our schools within the Streator community. This partnership is a vital asset we must continue to nurture.
- **Academic Progress:** As highlighted in our recent Illinois School Report Card, Kimes and Centennial Elementary schools have achieved Commendable status. This is a testament to the hard work happening in our classrooms. I am also confident that the focused efforts at Northlawn Junior High are paving the way for similar success in the near future.

Areas of Opportunity

While we have much to celebrate, my entry process has also identified key areas where we can focus our efforts to take our district to the next level.

- **Systematic Processes:** To ensure consistency and equity across the district, we need to move toward more systematic, process-driven operations. Establishing clear, district-wide protocols will improve efficiency, communication, and outcomes for all students, regardless of which school they attend.
- **Recruitment and Retention:** Like many districts, we face a competitive hiring market. We must develop and implement proactive strategies to recruit and retain high-quality, certified staff members. This includes not only competitive compensation but also creating a supportive professional environment where staff want to build their careers.
- **Culture and Climate:** Continuing to improve our district's culture and climate remains a high priority. To truly thrive, we must continue to foster a culture built on collaboration, shared responsibility, and mutual respect. There is a wonderful opportunity for everyone, from the boardroom to the classroom, to unite around our common purpose. This includes being mindful of how we communicate with one another. We can hold high standards and share feedback productively, but we must be careful to avoid becoming overly critical of each other. We can be passionate and make our points heard without resorting to sharpness or negativity. By focusing on our shared goals and supporting one another in our respective roles, we can build a stronger, more unified team that is entirely focused on the success of our students.

Conclusion

I am grateful for the warm welcome I have received and am excited about the future of Streator Elementary School District 44. I look forward to working with the Board, our staff, and the community to build upon our strengths and address these opportunities together.